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SURVEY OF WELFARE POSITIONS

SUMMARY OF REPORT

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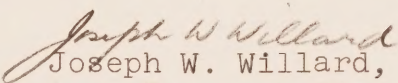


## FOREWORD

This summary of the main features of the Report of the Survey of Welfare Positions<sup>1/</sup> was prepared at the request of the Personnel Committee of the Canadian Welfare Council for use of the Annual Meeting of the Council in May, 1955, and for later distribution with the Committee's report on the implications of the Survey.

The material is organized mainly around the chapter topics in the Report, but the order in which these are presented is altered to give emphasis to employment policy and the assessment of requirements for graduate social workers, factors which are primary to an examination of the implications of the study. Thus, this material (summarizing data in Chapters 8 and 10 of the Report) is presented in Sections 2 and 3, following the statements on coverage and the preliminary analysis of agency data in Section 1.

It may be noted, also that some unpublished figures on welfare experiences~~§~~ are introduced in the section on salaries and that one or two other factors are somewhat elaborated to clarify points raised at meetings of the Personnel Committee.

  
Joseph W. Willard,  
Director, Research Division,

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<sup>1/</sup> Research Division, Department of National Health and Welfare. General Series, Memorandum No. 3, April, 1954. French Edition, Releve Des Postes De Bien-Etre Social, Rapport, January, 1955.







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## 1. COVERAGE AND PRELIMINARY ANALYSIS

The request for a nationwide survey of the demand for social workers was initially made to the Minister of National Health and Welfare by the National Conference on Personnel in Social Work, subsequently the Personnel Committee of the Canadian Welfare Council. The Conference represented the Canadian Association of Social Workers, the Canadian Schools of Social Work, the Canadian Welfare Council, as well as voluntary agencies and a number of public departments.

### USE OF THE TERM 'DEMAND'

The terms of reference emphasized the importance of assessing the demand for social workers in order to plan adequately for their recruitment and training. A technical study of effective demand in the sense of an exhaustive enquiry into the whole structure and financing of welfare agencies and the extent to which financial questions affect recruitment of trained social workers was not intended. Every effort, however, was made to secure from employing organizations as careful an assessment as possible of their immediate staff requirements and of the social work training qualifications they were seeking in filling vacancies, as well as of their long-term policy with respect to the employment of graduates of schools of social work.

Another factor in demand which could not be examined in detail was the supply of graduate social workers. While some figures on the number of certificates and degrees which have been awarded in Canadian schools of social work were available, many unknowns remained.

The term 'demand', therefore, where it is used in the Report refers chiefly to priority requirements for trained social workers as expressed by employing organizations.

### COVERAGE

Returns were received from 760 public and voluntary employing organizations comprising 755 reporting agencies and 324 reporting institutions.

It is estimated that these reporting units included approximately 90 per cent of the social agencies and 65 per cent of the welfare institutions in the voluntary field; more than three-quarters of the welfare departments and just under one-half of the welfare institutions under local government; 9 of the 10 provincial welfare departments, 13 other provincial departments and 19 other organizations under provincial auspices; and four federal departments with welfare positions as defined in the Survey.



The Report covered 4221 full-time, paid welfare positions in the 755 reporting agencies and 688 in the 324 reporting institutions.

Reporting agencies and institutions were treated separately because of their differing patterns of service.

## PRELIMINARY ANALYSIS OF REPORTING AGENCIES

### SIZE OF REPORTING AGENCIES

Of the 755 reporting agencies, 499 or 66 per cent were individual employing agencies, termed, for convenience in this section, single unit agencies; the remaining 256 were units of 33 larger employing organizations.

#### Single Unit Agencies

An examination of size of staff in the 499 single unit agencies shows that 154 or 31 per cent were agencies with only one welfare position.

A further 99 single unit agencies or 20 per cent had only two welfare positions. Thus, one-half of all single unit agencies had only one or two positions.

There were 104 single unit agencies, or 21 per cent, with three to four welfare positions and 81, or 16 per cent, with five to nine welfare positions. Altogether, 88 per cent of the single unit reporting agencies had fewer than 10 welfare positions.

Of the remaining single unit agencies 56 had 10-49 welfare positions and five had 50 or more. These represented 11 per cent and one per cent, respectively, of the 499 single unit agencies.

#### Branches or Units of Employing Organizations

Of the 256 reporting agencies which were units of larger employing organizations, 91 or 36 per cent had only one welfare position and 55 or 21 per cent had two welfare positions. Thus, 57 per cent of these reporting agencies had only one or two welfare positions.

There were 40 reporting units of larger employing organizations, or 16 per cent, with three to four welfare positions and 33, or 13 per cent, with five to nine welfare positions. Altogether 86 per cent of these reporting agencies had fewer than 10 welfare positions.

Of the remaining reporting units of larger employing organizations, 33 had 10-49 positions and four of them had 50 or more. These represented 13 per cent and one per cent, respectively, of the 256 reporting agencies of this type.

#### Note on Cross-classification

It should be noted here that these data concerning the structure and size of reporting agencies cannot be cross-classified with other categories of the Survey, such as field of work, type of position, training, and salaries. Nevertheless, the information has important implications in the consideration of Survey data generally.

In terms of organization and staff development, for example, small units or branches of employing organizations would have an advantage over individual small single unit agencies in that they form part of a larger welfare structure and thus would benefit from national, provincial or regional administration and planning.

#### AUSPICES AND MAJOR AGENCY FIELD OF WORK

In the analysis of the Survey material, 'type of employer' refers to one of the two types of employing agencies under which the service is operated: voluntary, that is, private or non-governmental, and public agencies (federal, provincial, and local).

The 'major agency fields of work' in the Survey classification of reporting agencies are as follows: multiple service, financial aid, family welfare, child welfare (including court services for children), social work with adult offenders, social work in hospitals and clinics, social work with the physically handicapped (other than in hospitals and clinics), group work and recreation, chests and councils, social work teaching, and a miscellaneous group classified as 'other'.

In agencies with two major services, the broader category was used as, for example, family welfare in agencies providing a dual family and child welfare service. The one exception to this practice was in 'multiple service', a category devised to classify those agencies, particularly public departments, which are unquestionably responsible for several broad fields of work such as financial aid, family and child welfare and services to the physically handicapped. For technical reasons 30 public positions in multiple service were classified under social work in hospitals and clinics.



### Total Establishment by Type of Employer

Of the 755 reporting agencies, 67 per cent were voluntary, and 33 per cent public; 55 per cent of the 4221 positions comprising the total reported establishment (filled positions and vacancies) were voluntary and 45 per cent public, with the majority of the latter in provincial and local departments.

In the fields of family welfare, child welfare, social work with the physically handicapped, and group work and recreation, the great majority of positions were in voluntary agencies.

Almost all positions in multiple service and financial aid were in public departments. Over half of the positions in social work in hospitals and clinics and social work with adult offenders were in public agencies. Almost three-fifths of the faculties of schools of social work were in schools under provincial auspices.

The highest concentration of positions in federal and provincial agencies was in multiple service; this category constituted nearly 70 per cent of the total positions in each. Just under 60 per cent of the local government services were in financial aid.

### Total Establishment by Major Agency Field of Work

The three largest fields of work in reporting agencies were multiple service with almost one-quarter of all welfare positions, child welfare, including court services for children, with one-fifth, and group work and recreation with slightly less.

The 881 positions classified under child welfare did not represent all the child welfare positions. Some were hidden in multiple service agencies and others comprised a secondary field of work in a few of the agencies in which family service or financial aid was the primary function. Similarly, some family welfare positions were hidden in multiple service.

### AREA SERVED

Forty-seven per cent of the reporting agencies served only cities and towns, including some suburban areas. Another 33 per cent were province-wide or regional.

The total 629 positions in which the duties were carried out chiefly in rural areas constituted only about 16 per cent of all filled positions. Administrative positions

in head offices, however, may cover rural and non-rural services, thus leaving a portion of rural services hidden. This would apply to administrative positions in provincial programs and to the social security programs of the federal government.

Of the positions listed as chiefly rural, 375 or about three-fifths were in the public field and of these 363 were in reporting agencies of provincial governments.

More than one-half the positions serving rural areas were in multiple service, and more than one-quarter were in child welfare.

#### RATE OF GROWTH

Data were obtained on agency growth, that is, the increase in positions, from the beginning of 1949 to October 1, 1951. A total of 892 new positions were established in the period. When computed on a yearly basis this represented an annual growth rate of nine per cent.

Growth in voluntary agencies was somewhat higher than in the public agencies.

There were marked differences in growth among the various fields of work. The largest number of new positions was established in the field of child welfare with 202, multiple service with 165, social work in hospitals and clinics with 125 and group work and recreation with 121.

The most rapid rate of growth was in the relatively small field of social work with adult offenders where welfare positions increased more than fourfold during the Survey period. Social work in hospitals and clinics had the second highest growth rate, social work with the physically handicapped the third, social work teaching the fourth, and chests and councils the fifth. Well-established fields which showed less than average growth were family welfare and financial aid.



## 2. SOCIAL WORK TRAINING AS A QUALIFICATION FOR EMPLOYMENT

The central purpose of the Survey was to determine agency policy with regard to the employment of graduates of schools of social work, that is, to assess the priority requirements for graduate social workers as expressed by reporting agencies.

### INTERPRETATION OF TERMS

Agencies were asked to state their policy on the employment of graduate social workers in filling vacancies and new positions to be set up, and in the normal replacement of staff in positions then filled. Specifically the question was whether or not graduates of schools of social work would be 'required', 'preferred', or 'not necessary' in each position, vacancy, or position to be set up.

Brief definitions of these terms are as follows: 'required' - every possible effort would be made to secure a graduate of a school of social work; 'preferred' - the agency would give preference to graduation from a school of social work over other qualifications; 'not necessary' - a social worker would not be sought.

It must be pointed out that no clear line of demarcation existed between 'required' and 'preferred' in the returns which were submitted. Some agencies indicated that they had classified positions as 'preferred' rather than 'required' because they could not hold positions open indefinitely with graduates in such short supply. It was not possible to estimate the number of these which might have been shown under 'required' had this problem of supply not been a factor in the replies.

### SUMMARY STATEMENT

Survey returns showed that graduates of schools of social work were wanted, that is, 'required or preferred' in 78 per cent of the 3986 filled positions; in 86 per cent of the 235 vacancies and in about 90 per cent of the 155 positions reported as definitely to be set up within the year.

• When 'required' and 'preferred' are examined separately, policy in favour of graduates is seen to be more insistent for vacancies and new positions to be set up than for filled positions: graduates of schools of social work were 'required' in 34 per cent of the filled positions and 'preferred' over other applicants in an additional 44 per cent; they were 'required' in filling 59 per cent of the vacancies, and 'preferred' in an additional 27 per cent; they were 'required' in filling 57 per cent of new positions to be set up and 'preferred' in another 33 per cent.

These preferences are summarized below:

Agency Preferences	Filled Positions	Vacancies	Positions to be set up
	per cent	per cent	per cent
Required and preferred	78	86	90
Required	34	59	57
Preferred	44	27	33

### EMPLOYMENT POLICY IN RELATION TO AGENCY FACTORS

#### AUSPICES

Social work graduates were 'required and preferred' in 80 per cent of the filled positions in voluntary agencies and in 76 per cent of those in public agencies. The comparable figures for vacancies were 87 per cent and 83 per cent.

The 'required' figures for filled positions were 35 per cent in voluntary agencies and 32 per cent in public. The proportions for vacancies, however, indicated a higher demand in public agencies, with 68 per cent 'required' compared with 51 per cent in the voluntary.

#### AGENCY FIELD OF WORK

There was considerable variation in the proportions of graduates 'required and preferred' among the different fields of work, both for filled positions and for existing vacancies. These proportions were substantially higher than the proportions of graduates then employed.

The proportions of graduates 'required' for filled positions were generally higher, but in a few fields lower, than the proportion of graduates employed in existing filled positions in those fields. As noted above, the lower 'required' figures were influenced to an undetermined extent by the difficulty of obtaining graduates.

#### Filled Positions

Schools of social work showed the highest proportion of positions in which qualified workers were 'required and preferred'. They were wanted in 73 out of 74 or virtually 100 per cent of these positions. They were 'required' in 84 per cent.



Fields with the next highest proportions were family and child welfare, each with 94 per cent of the positions in the 'required and preferred' category, and social work in hospitals and clinics with 91 per cent. The 'required' figures were respectively, 37 per cent, 48 per cent, and 72 per cent.

Graduate social workers were wanted in 86 per cent of the 81 positions in agencies doing social work with adult offenders and 80 per cent of the 77 positions in chests and councils. The corresponding 'required' proportions were 33 per cent and 49 per cent.

Agencies classified under multiple service and financial aid showed somewhat smaller proportions of 'required and preferred', 79 per cent and 66 per cent, respectively. The 'required' figures were 33 per cent and 21 per cent, respectively.

Graduates were 'required and preferred' in 57 per cent of the positions in social work with the physically handicapped and in 53 per cent of those in group work and recreation, but were 'required' in only 14 per cent and 9 per cent, respectively. In the former, special training in work with the blind was a basic qualification for employment in some positions; in the latter, training in physical education or in recreation was sometimes a primary consideration.

#### Vacancies

The vacancy figures were numerically too small to express as meaningful percentages. It may be said, however, that the overall rates of 86 per cent 'required and preferred' and 59 per cent 'required' were generally reflected throughout the major fields of work. The proportion 'required' in child welfare and in group work and recreation were below 59 per cent.

#### TYPE OF POSITION

##### Filled Positions

Except for teaching and research, in which 78 out of 83 positions called for graduate workers, the highest proportions of qualified staff were wanted in supervisory positions and in direct service to individuals both with 85 per cent 'required and preferred'. The corresponding proportion in administrative positions was 68 per cent and in direct service to groups 53 per cent. The category 'other' called for graduates in 17 out of 23 positions.

Graduates were 'required' in 31 per cent of the administrative staff in filled positions, in 54 per cent of the supervisory positions, in 34 per cent of the positions giving direct service to individuals, and 8 per cent of the positions giving direct service to groups.

Teaching and research 'required' graduates in 59 out of 83 positions. In the miscellaneous field 'other', graduates were 'required' in 12 out of 23 positions.

#### Vacancies

Graduates were wanted in 29 of the 35 vacancies in administrative positions and in 30 of the 31 vacancies in supervisory positions; they were 'required', respectively, in 22 and 27 of these positions.

In all direct service positions, graduates were 'required and preferred' in 85 per cent of the vacancies and 'required' in 53 per cent.

#### LEVEL OF TRAINING

Graduates with two years of training were wanted in 2026 positions or 48 per cent of the total welfare positions reported; in 1890 or 47 per cent of the filled positions; and in 136 or 57 per cent of the vacancies.

One year's training was specified in 389 or 10 per cent of filled positions and in 59 or 25 per cent of vacancies. Agencies expressed a desire to have graduates, but either did not express a preference or indicated that a graduate with either one or two years' training would be acceptable, in 836, or 21 per cent of the filled positions and in 6 vacancies constituting 3 per cent of all vacancies.

A larger proportion of graduates with two years' training was wanted in voluntary agencies than in public, namely, 56 per cent compared with 36 per cent.



### 3. ESTIMATED DEMAND FOR GRADUATE SOCIAL WORKERS

#### REQUIREMENTS FOR ALL WELFARE STAFF

Estimates of the total recruitment requirement in any given year may be based on two main factors. These are, first, expansion or growth, which may be measured by the new positions established during the year and second, those separations of staff which involve a current loss of personnel to the welfare field.

#### Estimated Growth of Welfare Agencies in the Post-Survey Period

An estimate of the growth of positions in welfare agencies in the years following the Survey date was obtained by projecting the growth rate of about nine per cent, which was established for the three years covered by the Survey, 1949, 1950 and 1951. The likelihood that this rate was sustained in the post-Survey period appears to be supported by a number of developments which were discussed in the Report.

When the nine per cent rate is projected to provide estimates of new positions in the immediate post-Survey years, the estimated numbers are 380 in 1952, 414 in 1953 and 451 in 1954. On this basis, the total number of welfare positions in reporting agencies in 1954 would have been 5466. An estimated growth of this size would, in itself, have created a heavy pressure of recruitment.

#### Estimated Separations in Welfare Agencies in the Post-Survey Period

When the second factor is examined, that is, separations of staff involving loss of personnel from the welfare field, a further recruitment pressure of greater weight is evident. During the 12 months ending October 1, 1951, there were 390 separations of staff leaving the welfare field and a further 70 separations of persons who resigned from positions in order to take social work training and who for a period of a year or more were therefore withdrawn from the working force.

There were thus 460 separations of persons who in that year were lost to the welfare field, a number constituting nearly 11 per cent of the total establishment of positions. In using this rate to estimate separations in the post-Survey period, it should be noted that it is based on a considerably shorter period than the growth rate.

If the 11 per cent rate can be taken as typical of subsequent years, then the number of separations would have been of the following order: 506 separations in 1952, 552 in 1953 and 601 in 1954.

#### Combined Estimates of Total Recruitment Requirements

If these projections are combined, that is the annual growth rate of nine per cent per year and the estimated separation rate of about 11 per cent, they represent an annual recruitment requirement of about 20 per cent.

It would appear, on this basis, that the reporting agencies were faced with the necessity of securing welfare staff numbering approximately 885 in 1952, 965 in 1953 and 1050 in 1954.

These figures indicate the magnitude of the annual recruitment requirement for all welfare staff.

#### REQUIREMENTS FOR GRADUATE SOCIAL WORKERS

The next step is to assess what proportion of this total staff to be recruited would have been graduate social workers if the agencies had been able to secure staff with the qualifications they desired.

#### Requirements Based on Employment Policy for Filled Positions

One estimate of the graduates wanted by welfare agencies is that based on agency policy in respect to replacement of staff who were in filled positions on the Survey date. The agencies indicated that they 'required' graduate social workers in 34 per cent of such replacements as might be necessitated and that they 'preferred' graduates in an additional 44 per cent; graduates were thus 'required and preferred' in 78 per cent of all replacements.

The estimated recruitment requirements for graduates in the three post-Survey years at the 'required' rate were 301 graduates in 1952, 328 graduates in 1953, and 358 graduates in 1954.

At the 'required and preferred' rate agency requirements for graduate social workers were 691 graduates in 1952, 753 graduates in 1953 and 821 graduates in 1954.

#### Requirements Based on Employment Policy for Vacancies

Another estimate of the graduates wanted is that based on agency policy with regard to the vacancies existing on the Survey date. The reporting agencies indicated that



they 'required' graduates in filling 59 per cent of the existing vacancies and that they 'required and preferred' graduates in 86 per cent of vacancies.

If these rates are applied to the total recruitment requirements they indicate an agency 'requirement' for graduates numbering 523 in 1952, 570 in 1953 and 621 in 1954. If the 'required and preferred' rates are applied, the figures are 762 graduates in 1952, 831 in 1953 and 905 in 1954.

#### CONSIDERATIONS IN EVALUATING THE ESTIMATES FOR GRADUATES

In considering which of these estimates most accurately reflected the demand for graduate social workers in the years in question, a number of factors should be kept in mind.

##### Rates for Filled Positions

With regard to the use of the employment policy rates for filled positions, it should be noted that the agencies were asked what their policy would be in replacing staff as they left the positions they held on the Survey date. This question lacked the immediacy of the question concerning employment policy for the vacancies actually existing on the Survey date. On the other hand it applied to a much greater proportion of the total establishment than the vacancy rates.

##### Rates for Vacancies

While vacancies were relatively few in number, they involved immediate decisions on the qualifications of the staff being sought. It is suggested that these policy decisions represented an acceptable compromise between the requirements of the agencies at the time and their financial ability to support the additional staff with the training qualifications they desired.

The validity of the vacancy rates are lent some support, also, by the rates for new positions to be set up in the twelve months following the Survey date. As noted in Section 2, the 'required' rate for these positions was 57 per cent and the 'required and preferred' rate was 90 per cent, both close to the rates for vacancies.

##### Required and Preferred Rates

It will be recalled from the preceding Section that, because of the interpretation placed upon them by some agencies, the line of demarcation between 'required' and 'preferred' is not clear. The two categories combined,

however, while reflecting a wide range of emphasis on securing graduate social workers, indicated a definite policy in favour of staff with graduate social work qualifications.

In this connection there may be considerable significance in the consistently high level of the 'required and preferred' rates: 78, 86 and 90 per cent of filled positions, vacancies and positions to be set up, respectively.

#### The Factor of Incomplete Coverage

In evaluating the estimates for the post-Survey period set out above, it is to be noted that the estimates given are for the agencies which participated in the Survey.

Another factor to be borne in mind is that the estimates for the participating agencies were allowed to stand for the whole field including institutions for which no comprehensive estimate of demand for graduates was computed.

#### SUMMARY OF FACTORS IN EVALUATING THE ESTIMATES

It will be evident from the above considerations that it is not possible to ascribe to any one of these estimates exclusive validity. It is suggested, however, that the estimates, in particular those which combined the 'required' and the 'preferred' rates, provide an indication of the range of demand for graduates upon which the planning of the welfare field can be based.

To sum up, these are set out for the year 1954, as follows:

#### Estimates of Agency Requirements for 'Graduates' in 1954

Applying the employment policy rate for filled positions

At the 'required' rate of 34 per cent	358
At the 'required and preferred' rate of 78 per cent	821

Applying the employment policy rates for vacancies

At the 'required' rate of 59 per cent	621
At the 'required and preferred' rate of 86 per cent	905

#### THE PROBLEM OF SUPPLY

The main sources of the supply of graduate social workers are the Canadian schools of social work. These schools supplied nearly 90 per cent of the graduates employed by the reporting agencies on the day of the count; the only other significant sources of supply are American schools.



While no comprehensive data on supply are available, the output of Canadian schools gives some measure of the extent of supply in the post-Survey period. The total number of graduates in the academic year 1951-52 was 351. The exact number of one-year graduates who proceeded directly into the second year of training and hence did not enter employment in 1952 is not known, although an estimate of about 100 might be indicated. On this basis, the net number of graduates entering the field from Canadian schools in 1951-52 would have been about 250. A net gain of about this number from Canadian schools also seems indicated by available data for 1953 and 1954.

Against these figures on the supply of graduates from the Canadian schools, augmented by a small number of additional graduates from other sources, are to be set the several estimates of requirements noted above. It would appear that supply in the post-Survey period fell well short of the numbers estimated on the basis of the employment policy rates for filled positions and for vacancies.

In view of this situation, employers, schools of social work and the social work profession will need to determine the most practicable immediate and long term goals for professional education and for recruitment. Insofar as the meeting of agency requirements constitutes a long term goal, two other questions are of signal importance, that is, the most effective utilization of trained social workers and the development of in-service training.

#### 4. COMPOSITION OF WELFARE STAFF

Welfare staff in reporting agencies were classified on the basis of age, sex, type of employer, field of work, type of position, and years of welfare experience.

The 3986 filled welfare positions were almost equally divided between men and women, with men holding 1952 positions or 49 per cent, and with women holding 2015 or 51 per cent. Married women comprised 10 per cent of all staff and 20 per cent of all women in the welfare field.<sup>1/</sup>

##### AGE

The median age<sup>2/</sup> of all welfare staff was 37 years. The median age of men was almost 39 years and that of women was 35 years.

Of total welfare staff, 27 per cent were reported as under 30 years of age and 22 per cent as 50 years or older. Some 236 staff members, that is 6 per cent, were 60 years of age or over and 79 were 65 years or over. Age was not reported for 148 persons.

##### SEX

A comparison of the age composition of male and female staff shows that while 20 per cent of the men were under 30 years, 33 per cent of the women were in this age group. On the other hand, 27 per cent of the men were 50 years or older as compared with 17 per cent of the women.

Women comprised 74 per cent of all staff under 25 years, and 57 per cent of staff between 25 and 29 years. There were more men than women in the 30-39 age group and almost a balance between the two in the 40-49 group.

##### DISTRIBUTION OF STAFF BY AUSPICES

Of the 3986 filled positions, 55 per cent were in voluntary agencies and 45 per cent were in public agencies. Provincial agencies had 21 per cent of the total; agencies of local government had 14 per cent; and federal agencies, 10 per cent.

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<sup>1/</sup> Unpublished figures.

<sup>2/</sup> Revised age figures. An error in machine sorting had placed 28 persons in the 65 and over group; here these are redistributed in the appropriate age groups.



Some 65 per cent of the staff in reporting agencies under voluntary auspices were women. In public agencies, the reverse was true: 67 per cent of the welfare staff were men.<sup>1/</sup> There were more men than women at each of the three levels of government.

The predominance of older welfare staff in public agencies was most pronounced in federal agencies where 40 per cent of the staff were 50 years or older. Provincial and local government agencies, however, had the highest proportion of staff over 60 years, namely, 9 per cent in each.

#### DISTRIBUTION BY MAJOR AGENCY FIELDS OF WORK

The 3986 filled positions in reporting agencies were distributed in the 11 agency fields of work as follows: multiple service 975, financial aid 386, family welfare 363, child welfare 840, social work with adult offenders 81, social work in hospitals and clinics 265, social work with the physically handicapped 185, group work and recreation 700, chests and councils 77, teaching in a school of social work 74, other 40.

The largest single concentration of staff was in multiple service, which had 24 per cent of all filled positions, and child welfare with 21 per cent.

Men comprised 73 per cent of welfare staff in financial aid and were the majority, also, in multiple service, both chiefly public fields, in social work with adult offenders, and in group work and recreation.

Women formed the majority of welfare personnel in family welfare, social work in hospitals and clinics, child welfare and social work teaching. In family welfare, they comprised 88 per cent and in social work in hospitals and clinics, 85 per cent of employed staff.

In chests and councils, social work with the physically handicapped and the small group of miscellaneous agencies, there was an approximate balance in the numbers of men and women.

Staff under 30 years of age were most numerous in social work in hospitals and clinics and child welfare, where they comprised 37 per cent of staff in each. In group work and recreation and in family welfare, they formed 32 per cent

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<sup>1/</sup> Weighted by the large proportion of positions in the Department of Veterans Affairs.

and 29 per cent of the staff, respectively. With the exception of group work and recreation, younger staff in these fields were predominantly women.

Staff 60 years or over were most numerous in multiple service where they comprised 10 per cent of employed staff and in financial aid where they comprised 9 per cent.

Multiple service and financial aid accounted for 57 per cent of all staff 60 years or older and 61 per cent of all staff 65 years or over. The majority of older staff in these two fields of work were men.

#### DISTRIBUTION BY TYPE OF POSITION

The number and proportion of staff in reporting agencies grouped by type of position are shown below:

	<u>Number</u>	<u>Per Cent</u>
Total Filled Positions	3986	100
Administrative	905	23
Supervisory	395 <sup>1/</sup>	10
Direct Service	2580	65
Teaching and Research	83 <sup>2/</sup>	2
Other	23	less than one

The proportion of administrative staff in voluntary agencies was high, 29 per cent, compared with 16 per cent in public agencies. This was in large part attributable to the substantially greater number of one-position agencies in the former. The same factor doubtless operated to raise the proportion of administrative positions in local government to 22 per cent.

The proportion of supervisory positions, on the other hand, showed scarcely any difference between public and voluntary agencies. The proportion of direct service staff ranged from 60 per cent in the voluntary to 73 per cent in the provincial agencies.

Three-fifths of the administrative posts were held by men while for supervisory positions the situation was reversed, with three-fifths of the supervisors women. Direct service staff was more evenly divided, with 54 per cent women. Men, however, formed the majority of the 385 welfare staff giving direct service to groups.

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1/ Of these less than one-fifth were 'supervisors of supervisors' or staff consultants. 2/ Of these, 21 were full time research.



Administrative and supervisory staff were older than direct service staff. While only 8 per cent of the administrative and 17 per cent of the supervisory personnel were under 30 years of age, 35 per cent of the direct service staff were in this age group.

#### YEARS OF WELFARE EXPERIENCE

Some 68 per cent of all staff were reported as having less than ten years' paid welfare experience and 42 per cent as having less than five. Length of welfare experience was not reported for 6 per cent of the filled positions.

Those with less than one year's welfare experience numbered 252 and comprised 6 per cent of the filled positions.

An examination of welfare experience of staff in each type of position showed that almost 80 per cent of direct service staff had less than ten years' experience and that over one-half had less than five years' experience.

Forty-five per cent of the administrative staff in welfare positions and 61 per cent of supervisory had less than ten years' welfare experience. More than one-quarter of supervisory staff had less than five years' welfare experience.

Some 47 per cent of the women had less than five years' experience as compared with 37 per cent of the men.

## 5. EDUCATION AND SOCIAL WORK TRAINING

The purpose of the Survey was to assess the requirements of employing agencies for graduate social workers, the largest professional group in the welfare field.

Graduation from a school of social work was used as the basic measurement of social work training because it represents the standard commonly accepted by the social work profession and because it is the only measurement which can be clearly defined.

Social work training was classified in three main groups: 'graduation from a school of social work', which was further classified into types of certificates, diplomas or degrees; 'some courses', that is, regular courses in a school of social work but not sufficient for a degree; and 'no courses', including short non-credit studies.

In the distribution of the 3986 staff in filled welfare positions shown below, it will be seen that 30 per cent of the welfare staff were in the 'graduate' category and a further 17 per cent had 'some courses'. Thus a total of 47 per cent had either commenced or completed training at a school of social work. This distribution is set out below:

	Number	Per Cent
Total Filled Welfare Positions	3986	100
Graduation from a School of Social Work	1206	30
Some Courses in a School of Social Work	689	17
No Courses in a School of Social Work	2091	52

Regional figures not given in the Survey Report, indicate that the percentage of staff in the graduation category was substantially lower than the national average in the Atlantic region, slightly lower in the Central and Prairie regions, and substantially higher in the Pacific region where half the welfare staff were graduates of schools of social work.

## GENERAL EDUCATION AND EXPERIENCE

A much higher proportion of those with graduation from a school of social work had either a Bachelor's degree or a post-graduate degree than was the case with the other two groups. About 79 per cent of the graduates of a school of social work had one or both of these degrees compared with 35 per cent of the staff who had 'some courses' and 27 per cent of those who had 'no courses'.



### Other Specialization and Experience

Apart from general education and social work training, staff with graduation from a school of social work reported less experience in other fields than other welfare staff.

### PROFESSIONAL SOCIAL WORK TRAINING

The distribution of the 1206 graduates according to diploma or degree was as follows:

	<u>Number</u>	<u>Per Cent</u>
Total Graduates	1206	100
1 year cert. or diploma	102	8
2 year cert. or diploma	347	29
B.S.W.	428	36
M.S.W.	300	25
Miscellaneous	29	2

### SEX

An analysis of the distribution of the men and women in filled welfare positions revealed that 18 per cent of the men and 42 per cent of the women were social work graduates, 15 per cent of the men and 19 per cent of the women had 'some courses' in a school of social work and 67 per cent of the men and 38 per cent of the women had no regular courses.

### AGE

The age distribution of staff with social work graduation was more closely concentrated within the lower age groupings than was the welfare staff as a whole. The proportion of graduates under the age of 30 was 39 per cent compared with 27 per cent of the total welfare staff. In the 30 to 39 age ranges were grouped 33 per cent of the graduates compared with 26 per cent of total staff. The percentages of graduates in the remaining age groups were significantly lower than were the percentages of total staff.

### Groupings with Particular Bearing Upon Staff Turnover

Women under 40, amongst whom resignations "to be married or because of marriage" are most likely to occur, numbered 1157 of whom 598 or over 52 per cent were in the graduation category; a further 194 or 17 per cent had 'some courses'. The women graduates under 40 years of age constituted about 15 per cent of all employed welfare staff.

A similar examination of the women staff under 30 years of age revealed that 53 per cent had some social work courses. These women graduates under 30 years of age constituted about nine per cent of all employed welfare staff.

The over 60 group contained 236 persons of whom 12 were social work graduates and 31 had 'some courses'.

#### SOCIAL WORK TRAINING BY YEARS OF WELFARE EXPERIENCE

A total of 2709 or 68 per cent of all filled positions were held by staff with under ten years' experience. Among the 1206 staff members with graduation from a school of social work, 893 or over 74 per cent of the 1206 positions had less than ten years in the field. It is noteworthy, also, that 54 per cent of the graduates and 38 per cent of those with 'some courses' had less than five years' experience.

#### SOCIAL WORK TRAINING BY AUSPICES

A total of 774 graduates were in voluntary agencies compared with 432 in public welfare agencies. The proportion of graduates was also larger in voluntary agencies than in public agencies, namely 36 per cent compared with 24 per cent.

In the public area provincial agencies had both the largest number and the largest proportion of welfare staff with graduation from schools of social work.

#### SOCIAL WORK TRAINING WITHIN MAJOR AGENCY FIELDS OF WORK

The percentages of staff with graduation from schools of social work varied widely in the different agency fields of work. For all filled positions about 30 per cent were in the graduation category while percentages in particular fields ranged from 11 per cent to over 80 per cent.

The two fields with the highest proportion of graduates are social work teaching where, out of a total of 74 staff members, 62 or about 84 per cent were graduates, and social work in hospitals and clinics where over 62 per cent were graduates.

Four other fields of work with higher percentages of graduates than the percentage for all filled positions were child welfare with 46 per cent, chests and councils with 44 per cent, family welfare with 43 per cent and social work with adult offenders, 38 per cent.



Those with lower percentages were multiple service, 20 per cent; financial aid, 17 per cent; group work and recreation, 12 per cent; and social work with the physically handicapped, 11 per cent.

Relatively high proportions of staff with 'some courses' in schools of social work may be noted in the fields of financial aid, family welfare, chests and councils, and hospitals and clinics.

#### SOCIAL WORK TRAINING BY TYPE OF POSITION

The proportion of graduates in teaching and research was notably high; 76 per cent of the 83 staff members were graduates.

Graduates in administrative positions formed 30 per cent of administrative staff, the same as for graduates in all welfare positions. The proportion of graduates in supervisory positions, amounting to slightly over 50 per cent, was well above the level for all positions.

In the total direct service group, nearly 26 per cent were graduates. Approximately 28 per cent of the 2195 staff members giving direct service to individuals were graduates of schools of social work compared with 11 per cent in the case of the 385 giving direct service to groups.

There was little difference in the proportion of staff with 'some courses' in the various position categories. They formed 18 per cent of the administrative staff and 17 per cent of the supervisory and direct service staff.

## 6. SALARY LEVELS

The salary levels and averages are for 1951. In view of the indications of substantial salary increases since that time, they cannot be taken to indicate the salaries existing in 1954 or 1955. Since, however, differentials between salary levels change more slowly than actual salaries, the variations between groups probably retain a good deal of significance for planning.

Sex, age, and experience, as well as training, were influences in salary levels and, in some fields, the predominance of one or two of these seemed of particular importance. Another influence was doubtless the size and complexity of agency organization. This factor, however, cannot be indicated by Survey categories but may only be assumed from structural data in Chapter 2 of the Report. Geographic differentiation does not, of course, show up in these national averages.

Salary data is for 3741 of the filled positions. Salaries were not given for 125 positions. Salaries for the 120 positions held by secular priests and members of religious orders or communities were excluded.

### COMPARATIVE SALARY LEVELS

The median annual salary<sup>1/</sup> for the 3741 positions, was \$2833. One-quarter of the staff in these positions earned less than \$2338, and three-quarters less than \$3459. There were 150 salaries of \$5000 and over and 30 of \$7000 and over.

#### Salaries for Men and Women

The salary levels were higher for men than for women. The median salary for men was approximately \$3200 while for women it was about \$2580, a difference of over \$600.

#### Salaries in Public and Voluntary Agencies

The median annual salary in voluntary agencies was \$2620 while in the public field it was \$3090, some \$470 higher. The median for male staff in public services, however, was only \$197 higher. There was little difference in the proportion of staff earning \$5000 or more in voluntary and public agencies.

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<sup>1/</sup> The median is used rather than the arithmetic average because it is not affected by the extremes at either end of the range.

A comparison of median salaries within the public field shows a higher average in federal than in provincial agencies. However, experience might have been a factor in the higher federal salaries since 81 per cent of staff in federal agencies had five or more years of welfare experience compared with 47 per cent in provincial and 53 per cent in local agencies.\*

The median salary in agencies under local government auspices was slightly below the provincial median, but was higher than the median salary in voluntary agencies. On the other hand, the upper quartile salary of male staff in local government was more than \$450 below that of male staff in the voluntary field.

#### Salaries and Major Agency Fields of Work

Four agency fields of work had medians below the \$2833 median for all fields. These were: family welfare with \$2394, social work with the physically handicapped with \$2515, child welfare with \$2559, and social work in hospitals and clinics with \$2754.

Experience, age, and sex seemed to be significant factors in the salary levels of three of these fields. Child welfare and social work in clinics and hospitals, which showed the highest proportion of trained staff, social work teaching excepted, also had the highest proportion of younger staff, each having 37 per cent of staff under 30 years of age as compared with 27 per cent in the welfare field as a whole.

Also, while 42 per cent of all welfare staff had less than five years' experience and six per cent had less than one year, the proportions in child welfare and in social work in hospitals and clinics were much higher. In the former, 51 per cent had less than five years' experience and nine per cent less than one year; in the latter the proportions were 54 per cent and 10 per cent.\*

In family welfare, the proportion of staff having less than five years' experience was 43 per cent;\* 10 per cent had less than one year's experience. This field, however, had the highest proportion of women, 88 per cent.\*

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\* Unpublished figures.



Fields in which the median salaries were above the overall median were: financial aid with \$2862; other, \$2875; group work and recreation, \$2883; social work with adult offenders, \$2980; multiple service, \$3208; chests and councils, \$3700; social work teaching, \$3868.

In these fields, staff was generally older and more experienced than welfare staff as a whole. The striking exception here was social work with adult offenders in which 65 per cent of the staff had less than five years' experience;\* on the other hand it may be significant that 85 per cent of the staff were male.

Social work teaching, and chests and councils, which had the highest median salaries, also had higher proportions of salaries of \$5000 and over than other fields of work.

Social work with adult offenders and social work in hospitals and clinics had no salaries of \$5000 and over. This limitation may be partly attributed to the fact that these positions were chiefly direct service positions within non-welfare organizations.

#### Salaries and Type of Position

The highest average salaries by position categories were in teaching and research, with a median of \$3725, and administrative positions with a median of \$3614.

The median salary for administrative positions was \$357 higher than the median for supervisory positions. Sixteen per cent of salaries for administrative positions were \$5000 or over compared with one per cent of those for supervisory positions.

The median salary of direct service positions was \$2609, \$648 lower than for supervisory positions. There was no appreciable difference in average salaries for direct services to individuals and to groups.

A greater proportion of experienced staff were to be found in administrative and supervisory positions, in both of which over 70 per cent had five years or more welfare experience compared with 42 per cent in direct service positions.

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\* Unpublished figures.

### Salaries and Social Work Training

The average salaries were somewhat higher for graduates of schools of social work than for those with either 'some' or 'no courses', although the difference between the median for trained workers and the median for those with no social work training was slight.

Again, the factors of experience, age and sex may be noted. A higher proportion of graduate social workers were under 30 years of age and had less than five years' experience than other welfare staff. Also, women comprised over 70 per cent of all social work graduates.

Among social work graduates the highest average salaries were those of staff with the older form of 2-year certification (that is, certificates or diplomas) of whom 29 per cent had 15 or more years' experience. The median salary of this group was \$3197. This was some \$240 above that of Masters of Social Work, of whom only seven per cent had 15 or more years' welfare experience. Possibly for the same reason the salary level of graduates with one-year certificates was higher than that for those with the more recent Bachelor's degrees. There was little difference between the salary levels of graduates with the older one-year certificates and those of Masters of Social Work.

## 7. SEPARATIONS AND VACANCIES

### SEPARATIONS

Data on separations is for the 12 months prior to the survey date, that is the period termed the survey year.

#### Total Separations and Net Loss to the Welfare Field

The 666 reported separations represented an overall total rate of 16 per cent. Of these, 390 separations were of staff leaving the welfare field, thus representing a net loss of 9 per cent.

Within voluntary agencies the overall rate was 19 per cent and the net loss to the field was 11 per cent; within public agencies these rates were 11 per cent and 7 per cent, respectively.

#### Separations by Sex

The total number of separations and its breakdown between men and women happens to form the unusual configuration of 666:444:222. The separations of women in welfare positions, that is, were double those of men and comprised two-thirds of the total separations.

#### Total Separations by Agency Fields of Work

Within the major agency fields of work the highest rates of turnover were in child welfare and social work in hospitals and clinics: total separations exceeded 20 per cent of all positions in each of these fields.

The rate of turnover of welfare staff was also high in group work and recreation agencies where it was 19 per cent and in family agencies where it was 18 per cent.

The four fields which had fewer than one hundred established positions on the Survey date that is, social work with adult offenders, chests and councils, schools of social work and 'other', all had turnover rates in the general range of 12 to 15 per cent. Within this range, as well, were financial aid agencies with a rate of 14 per cent.

Multiple service agencies had a rate of nine per cent and social work with the physically handicapped a rate of three per cent.



### Reasons for Separations

A total of 206 or 31 per cent of all separations were the result of staff leaving to take other welfare positions; a further 70 separations or 10 per cent were the result of staff leaving to take social work training. Thus 276 or 41 per cent of all separations did not involve departure from the welfare field.

The 390 separations which did involve a loss to the welfare field were, in terms of total separations, distributed as follows: 13 per cent to take non-welfare positions; 18 per cent for 'other' reasons including retirement, illness and termination of duties; and 28 per cent to be married or because of marriage.

### VACANCIES

Vacancies on any given day are made up of unfilled positions resulting from separations and from the establishment of new positions, for which personnel has not yet been found. It should thus be noted that the vacancy data presented here do not portray the overall problem of recruitment. This is dealt with in Section 3.

There were 235 vacancies on the survey date; these comprised six per cent of all welfare positions, filled and vacant.

Duration was reported for 193 of the vacancies. Some 65 per cent of these had lasted less than six months and 81 per cent less than one year. Thus, of vacancies of known duration, about one-fifth had lasted more than one year. These represented about one-half of one per cent of all welfare positions.

### Vacancies in Voluntary and Public Agencies

Of the 235 vacancies, 54 per cent were in voluntary agencies and 46 per cent in public, a distribution almost the same as that of all welfare positions in voluntary and public agencies.

The public agencies showed the greater proportion of vacancies unfilled for a long period; 28 per cent of those of known duration had lasted more than a year, compared with four per cent in the voluntary agencies.

### Vacancies in Agency Fields of Work

In three fields of work, the proportion of vacancies was higher than the six per cent of total positions in all fields. These were social work in hospitals and clinics with 17 per cent of its total positions vacant, social work with adult offenders with 10 per cent, and family welfare with seven per cent.

Among the fields of work with less than six per cent of positions vacant were financial aid with four per cent and child welfare and group work and recreation, each with five per cent. These proportions seem notably low when compared with the rate of separations in these fields.

The 56 vacancies in social work in hospitals and clinics are especially to be noted. These formed, as pointed out, 17 per cent of all positions in that field. At the same time they comprised 24 per cent of the total 235 vacancies, although the number of established positions in this field was only eight per cent of total welfare positions.

This field also had the highest proportion of vacancies of long duration; 18 had existed for over one year, of which 10 had a duration of over two years. The only other field with a significant number of long-term vacancies was multiple service in which 10 vacancies had existed more than one year and three of these for more than two years.

### Vacancies by Types of Position

Four per cent of all administrative positions, seven per cent of supervisory and six per cent of direct service positions were vacant on the survey date. Again, these may be compared with the overall percentage for vacancies of six per cent.

When vacancies are examined from another point of view, it is found that while vacancies in the administrative category formed only 15 per cent of all vacancies, administrative positions formed 23 per cent of all filled positions. The opposite situation obtained in respect to supervisory vacancies: 13 per cent of all vacancies were in the supervisory category, while 10 per cent of all filled positions were supervisory. Vacancies in direct service formed 71 per cent of all vacancies, whereas direct service positions formed 68 per cent of all filled positions.

With respect to duration, vacancies which had existed over one year numbered nine in administrative positions, four in supervisory and 23 in direct service positions; only three

of the latter were in direct services to groups. In terms of the total positions in each of these categories the proportion these represent is almost negligible, about one per cent.

POSITIONS TO BE SET UP WITHIN TWELVE MONTHS OF OCTOBER 1, 1951

The participating agencies were asked to report the positions which they planned definitely to set up within twelve months after the Survey date. It was learned that the agencies encountered difficulties in so reporting. Voluntary agencies dependent upon allocations from community chests were generally able to report only those positions already approved at the time of the Survey and not on all positions projected for the full twelve months. Similar limits were placed upon many public agencies which could not report proposed positions as definitely to be set up prior to treasury or other official approval. The data elicited, however, though inadequate in extent, were useful in indicating employment policy with regard to graduate social workers in the initial Post-Survey period. They were accordingly referred to in Sections 2 and 3.



## 8. SUMMARY OF INSTITUTIONAL DATA

A total of 324 institutions with 688 full-time paid welfare positions, filled and vacant, were covered by the Survey. Returns for institutions were much less representative than those for agencies; although they probably included most of the institutions interested in employing social work graduates. Data on institutions should, therefore, not be applied generally but only to the group of reporting institutions themselves. In particular since they included a greater proportion of voluntary than of public institutions, no comparison between voluntary and public returns may be considered valid for welfare institutions generally.

Welfare positions covered by the survey include administrative heads of institutions. Housekeeping, clerical and maintenance staff were excluded as also, of course, were professional staff with teaching, nursing, medical or other non-welfare duties.

Of all reporting institutions 247 or approximately three-quarters had only one or two welfare positions. With the exception of two institutions all had less than ten.

### DISTRIBUTION AND COMPOSITION OF WELFARE STAFF

#### Auspices

More than four-fifths of the 324 reporting institutions and of the total 688 welfare positions, filled and vacant, were under voluntary auspices. Of the 57 institutions under public auspices, 19 were administered by provincial governments and 38 by local governments.

#### Field of Work

Among the five major types of institutions represented in the Survey were 106 homes for children with 320 welfare positions, almost one-half of all the positions for which returns were made. Other institutions caring for children included 31 homes for unmarried mothers and 15 homes for adults and children, with 79 and 21 welfare positions respectively.

There were 131 homes for the aged which made up the largest single group of reporting institutions. However, they had fewer welfare positions than homes for children, 199 compared with 320. There were 28 hostels for homeless men with 42 positions and a small group of 13 miscellaneous institutions classified as 'other' with 27 positions. These included homes for the physically and mentally handicapped, receiving homes, and residential clubs for working girls.

### Type of Position

The welfare staff in the 679 filled positions consisted of 408 administrators, comprising 60 per cent, 13 supervisors, of which nine were in homes for children, and 258 direct service staff comprising 38 per cent of the total. Of the 258 direct service positions, 16 were specified as group work and recreation positions.

Since heads of institutions were included as administrative staff and since three-quarters of reporting institutions had only one or two welfare positions, the proportion of administrative positions was necessarily high. Also, because of the difficulty of distinguishing them in the returns, some positions in the housekeeping sphere, which were properly outside the Survey, may have been included as assistant heads.

### Sex

Of the 679 filled positions, 476 or 70 per cent were reported as held by women and 183 or 27 per cent by men.

### Age

The median age of staff for whom age was reported was 48 years; for men it was 49 and for women 48. Age was not reported for 16 per cent of institutional positions.

An examination of the age distribution of welfare staff shows that only 80 staff members or 12 per cent were under 30 years of age; and that 230 or 34 per cent were between 30 and 49 years. Almost 40 per cent were 50 years and over and 14 per cent, 60 and over.

### Years of Paid Welfare Experience

Of the 417 staff members for which welfare experience was reported, 242 or 58 per cent had less than 10 years, and 65 or 16 per cent had 20 years or more. If age and experience are considered together, it would appear that many institutional workers entered the field comparatively late in life.

Administrative staff had longer working experience than direct service staff; 52 per cent of the administrators for whom experience was reported, for example, had 10 or more years of experience compared with only 27 per cent of the direct service staff. Approximately 50 per cent of the direct service staff with reported experience had less than five years' welfare experience.

## EDUCATION AND SOCIAL WORK TRAINING

Graduation from a school of social work was reported for 31 or five per cent of the welfare staff, some courses in a school for 67 or 10 per cent and no courses for 581 or 86 per cent.

Of the 31 graduates, 19 were in homes for children, nine in homes for unmarried mothers, and three in homes for the aged.

### General Education and Experience

Almost 70 per cent of the staff in welfare positions were reported to have had high school education or less; 10 per cent some university education; and eight per cent university graduation. Of the latter, 14 persons had post-graduate degrees in non-social work fields. General education was not reported for 12 per cent of welfare staff.

Apart from general education and social work training almost 60 per cent of the 679 welfare staff had some experience or training in a variety of occupations or specializations.

## SALARY LEVELS

The salary data for institutions covers 237 of the 679 filled positions. This figure omits the 411 welfare positions held by secular priests and members of religious orders, who were requested not to make salary returns, as well as the 31 positions for which no salary returns were made. Salary included the estimated value of board and lodging.

The median salary for staff in the 237 positions was \$2098. Three-fifths of the staff earned an annual salary of under \$2500 and just over one-fifth earned under \$1500. Graduate social workers as well as staff with some training had higher average salaries than the others, but only four had a salary of \$4000 and over, compared with 11 who had no social work training.

## GROWTH, SEPARATIONS AND VACANCIES

### Rate of Growth

A total of 94 new welfare positions were set up in reporting institutions between January, 1949 and October, 1951. This growth was chiefly in homes for children in which 70 of the new positions were set up.



The 94 new positions represented an estimated annual average growth rate of between five and six per cent. In homes for children, with 70 new positions established, the annual growth rate averaged about nine per cent.

### Separations

There were 72 separations from staff during the Survey year, that is, a turnover rate of 10 per cent. Fifty-one separations occurred in homes for children and 15 in homes for the aged.

Thirteen staff members left their jobs to take other welfare positions, one to take social work training, 17 to take non welfare positions, 12 to be married or because of marriage, and 29 because of retirement, ill-health or other reasons.

### Vacancies

Only nine vacancies were reported as existing on the Survey date, eight of which were in children's institutions.

## SOCIAL WORK TRAINING AS A QUALIFICATION FOR EMPLOYMENT

Because of the limitations of coverage, employment policy data are not applicable to the institutional field as a whole but only to the reporting institutions themselves. Among the latter, requirements or preferences for graduate social workers were confined largely to children's institutions.

Altogether graduates were required or preferred in 154 or 23 per cent of the filled positions and in the nine vacancies. They were required in 49 or seven per cent of filled positions and in seven of the vacancies.

Of the 154 positions for which graduates were required or preferred 116 or 75 per cent were in homes for children. These 116 positions represented 37 per cent of the 312 filled positions in homes for children. Graduates were required in 38 or 12 per cent of the positions in children's institutions.

Graduates with two years training were wanted in 77 positions in children's institutions. These comprised about two-thirds of the positions for which graduates were required or preferred.









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